



## Welwyn Hatfield Borough Council

### Equality Impact Assessment

Assessment completed by: Sue McDaid

Name of policy/project/service to be assessed	Tenancy Policy and Strategy
At what stage of consultation has this EqIA been prepared?	Pre consultation <input type="checkbox"/> Post consultation <input checked="" type="checkbox"/> No consultation required <input type="checkbox"/>
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: March 2024 Employee Forum <input type="checkbox"/> Date: Stakeholder review <input type="checkbox"/> Date:
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input type="checkbox"/> External (partners/contractors/agencies) <input type="checkbox"/> Other <input type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	To promote the use of secure tenancies in the borough.
What equality data is available relating to the use or implementation of the policy, project or service?	There is no comprehensive equality data available.
What consultation has taken place in the development or review of the policy, project or service?	Consultation was undertaken with existing council housing tenants and prospective tenants on the housing needs register between 2 February and 1 March 2024.

Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>	<b>Evidence &amp; Comments</b>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants of all ages.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants whether with disability or not..
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants regardless of ethnicity
Gender re-assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants.
Marriage/Civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants.
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants.
	<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>	<b>Evidence &amp; Comments</b>

Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

For Steering Group use only:

Comments: